ANNUAL PUBLIC FILE EEO REPORT - 2004

(To be completed by each station or each station group annually and placed in each station's public inspection file and on each station's web site)

Call Sign of Station(s): **KXAS – TV and KXTX-TV**

- 1. List all full-time job vacancies filled by any station covered by this report during the past year. Reporter (5), Customer Service Representative, Local Account Manager (7), News Operations Manager, Finance Director, Maintenance Technician, Newscast Producer (4), Manager Sales Research, Administrative Assistant, Anchor/Reporter, Writer/Producer (2), News Photographer (3), Manager, Business Development, Meteorologist (3), Assignment Editor, Tape Editor, Executive Producer (2), SNG Broadcast Technician, Operations Technician, Assistant Traffic Manager, PAX Sales Manager, Accountant, Anchor, Local Account Executive (2)
- 2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. (See Attached website link)
- 3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1? There were a total of 188 interviewees interviewed for all the full-time job vacancies identified in response to question number one.
- 4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Texas Association of Broadcasters	3 candidates interviewed

4. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who

participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

The following will summarize the station's broad outreach efforts -

- 1. KXAS-TV and KXTX-TV both maintain established internship programs designed to assist members of the community acquire skills for broadcast employment. Each station currently has three sessions Winter, Summer and Fall.
- 2. KXAS-TV and KXTX-TV post all open positions on <u>www.NBCjobs.com</u> and <u>www.gecareers.com</u> which are both national job banks.
- 3. Both KXAS-TV and KXTX-TV participate in the Emma Bowen Foundation, a broadcasting industry scholarship program, designed to provide part-time jobs and learning experience to high school and college students. In this program students are paid for the work they do plus receive matching dollars from the stations designed to assist them with their academic costs. Presently, there are four students enrolled in this program.
- 4. Conducted Supervisory Skills Training for key front line managers. Also, conducted Coaching for Change Seminar for all front line managers and stations' leadership teams. Conducted Poynter Institute news-writing and news-gathering seminar for all news employees at KXAS and KXTX. Provided Paradigm Training for sales account managers. Provided technical training for all operation, engineering and production department employees through the Society of Broadcast Engineers.
- 5. KXAS-TV participates in the Fort Worth Independent School District's Vital Link Program. In this program several seventh grade students from the FWISD spend one week at the station participating in various activities such as job shadowing, producing their own demo tape, group projects and an individual report on the week. Also, KXAS conducts a job shadow day with Junior Achievement of Dallas. Students spend a day at the station and shadow in various departments to learn about different careers in broadcasting.
- 6. Over the past year KXAS and KXTX Human Resources personnel have participated in the following job/career fairs
 - National Association of Black Journalists 2003 Convention and Career Fair – August 2003
 - National Association of Hispanic Journalists 2003 Convention and Career fair – June 2003
 - Texas Christian University Career Nigh job fair September 2003

- Dallas Baptist University Job Fair October 2003 and March 2004
- National Society of Black Engineers Convention and Career Fair March 2004
- Urban Inter-Tribal Center of Texas Career/College Fair March 2003

Job Title:	Station:
METEOROLOGIST	KXXD- KXTX-TV

Date Job Filled:

APRIL 18, 2003

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NONE- Candidate contacted status - leaves

Ultimate Hiree:

That Referred

Recruitment Source

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				Name of Recruitment Source
				Address of Recruitment Source
the state of the s				Contact Person
				Telephone
				Has this source requested notices?

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heard of Job by	nonc-concluded heard of Job by	Cecruitment Source hat Referred
	APRIL 28, 2003	Date Job Filled:
	Photojournalist	ob Title:
	スースス	tation:

		 7	
			Name of Recruitment Source
			Address of Recruitment Source
			Contact Person
			Telephone
			Has this source requested notices?

Date Job Filled: MAY 5, 2003	ob Title: Cushmer Service	Station: KXAS-TV
W	ice Rep.	

Recruitment Source
That Referred
Ultimate Hiree:

(To Be Attached to Annual Public File EEO Report) RECRUITMENT SOURCE DATA FORM JOB VACANCY

	Pont	Toh Title:
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Date Job Filled:

Recruitment Source

May 5, 2003

Ultimate Hiree: Friching hird into permunent position - retired by another fictance employee That Referred

			Name of Recruitment Source
			Address of Recruitment Source
32			Contact Person
			Telephone
			Has this source requested notices?

Station:	KYAS-N	
ob Title:	LOCAL Account	Manage
Date Job Filled:	May 19, 2003	

Recruitment Source
That Referred
Ultimate Hiree: KXAS Websik - Candidate 34 applica

	1		т—	 	<u> </u>
					Recruitment Source
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					Contact Person
					Telephone
- 1	·	R. C.			Has this source requested notices?

			Name of Recruitment Source R	g.	Recruitment Source That Referred Ultimate Hiree:	Date Job Filled: June	Job Title: Nuus C	Station: XXAD-/V
		2.5	Address of Recruitment Source			Tune 30, 2003"	persono Ma	
	190	=	Conta		13			

	**		Recruitment Source
			Address of Recruitment Source
			Contact Person
			Telephone
			Has this source requested notices?

Recruitment Source That Referred Ultimate Hiree:	Date Job Filled:	Job Title:	Station:
nonc	June 30, 2003	Assignment Editor	KXTX

			Recruitment Source
			Address of Recruitment Source
			Contact Person
			Telephone
			Has this source requested notices?

TEACH CALL	
ob Title: LOCAL Account n.	+ Managa
Date Job Filled: August 4, 2003	003

Recruitment Source
That Referred

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Ultimate Hiree:

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	¥2			Contact Person
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Station:	KXAS-TV	•
Tob Title:	Finance Director	
Date Job Filled:	August 4, 2003	2

Recruitment Source
That Referred
Ultimate Hiree: Inhunal - Within BE hire

	4		Name of Recruitment Source
2			Address of Recruitment Source
	-		Contact Person
			Telephone
		1	Has this source requested notices?

(To Be Attached to Annual Public File EEO Report) RECRUITMENT SOURCE DATA FORM JOB VACANCY

tation:
KXAS-
7

Job Title:

Managa, Saks Research

August 11, 2003

Recruitment Source
That Referred Date Job Filled:

SEED EMPLOYEE REFEREN - HR MORE

Ultimate Hiree:

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Job Title:	Station:
Mainhnance	KXAS
Technician	A (8

Date Job Filled: August 18, 2003

Recruitment Source
That Referred none - rehire

Ultimate Hiree:

		1		
				Name of Recruitment Source
				Address of Recruitment Source
				Contact Person
	100			Telephone
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Station:	KXAS-TV	
Job Title:	Producer	
Date Job Filled:	August 18, 2003	8.)

Recruitment Source That Referred

Ultimate Hiree: _

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ation:	XXX
b Title:	News Videotope Editor
ate Job Filled:	Sphmber 1, 2003

Ultimate Hiree:

Internal hire-fredamce employee

			Name of Recruitment Source
			Address of Recruitment Source
			Contact Person
			Telephone
			Has this source requested notices?

Station:	TXXX	4
Job Title:	Executive Poducer	Bauces
Date Job Filled:	Sphonter	8, 2003
Recruitment Source That Referred	2	

nonc - Exactive Returne

Ultimate Hiree:

		224	Name of Recruitment Source
			Address of Recruitment Source
			Contact Person
			Telephone
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•	news paper and	Ultimate Hiree:
		That Referred
	rce	Recruitment Source
72	Sephonbu 29, 2003	Date Job Filled:
	Haministration Ast.	Job Title:
	KXAS- TV	Station:

				Name of Recruitment Source
				Address of Recruitment Source
	*			Contact Person
				Telephone
i e			:	Has this source requested notices?

Recruitment Source That Referred Ultimate Hiree:	Date Job Filled:	Job Title:	Station:
KEN LIMUREL Takent Agency	October 1, 2003	Anchor I Reporter	KXAS-TV

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			Name of Recruitment Source
	2		Address of Recruitment Source
			Contact Person
			Telephone
	č.	 1	Has this source requested notices?

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Contact Person	Address of Recruitment Source	Name of Recruitment Source
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company is	More it was an employer or	Ultimate Hiree:
	. 10	Recruitment Source
	October 6, 2003	Date Job Filled: Och
Man	Local Account Manuar	Job Title: Loca
And the state of t	KXAS-N	Station: KXA

Telephone

Has this source requested notices?

Station:
文
145-TV

Job Title:

Date Job Filled: October 13, 2003

Ultimate Hiree: emp refund Recruitment Source
That Referred

					Name of Recruitment Source
*	The same of the sa				Address of Recruitment Source
				Ð	Contact Person
	E				Telephone
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Date Job Filled:	Job Title:	Station:
October 13, 2003	With- Poducer	KXAS- TV

Ultimate Hiree:

KXAS Websit

Recruitment Source That Referred

334			Recruitment Source	Name of
			Recruitment Source	Address of
			(1)	Contact Person
				Telephone
			requested notices?	Has this source

(To Be Attached to Annual Public File EEO Report) RECRUITMENT SOURCE DATA FORM JOB VACANCY

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Year and the second sec	Reporter	ob Title:	C C
	KXAS-TV	Station:	92

Recruitment Source That Referred hired Richamic to permanent

Ultimate Hiree:

				Name of Recruitment Source
		50		Address of Recruitment Source
	· R			Contact Person
			9	Telephone
				Has this source requested notices?

1 4	OCTOBEY 14, 2003	Date Job Filled:
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KXAS-TV	,	ob litte:
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Recruitment Source
That Referred
Ultimate Hiree:

KXAS Websit

D			Name of Recruitment Source
			Address of Recruitment Source
			Contact Person
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			Has this source requested notices?

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ed November 10, 2003	Date Job Filled
News Photographer	ob Title:
KXAS-TV	station:

Recruitment Source
That Referred

Ultimate Hiree:

Referred by an Employee he pet met @ NPPA

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	2 1				Contact Person	2
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JOB VACANCY INTERVIEWEE DATA FORM (To be maintained in Station's Private Files Until Next Renewal)

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	e (
	intunial job posting	Pablo Butherrez
	Referral Source	Name of Interviewee
		Total Number of /
1	Internal Job posting	Recruitment Source That Referred Ultimate Hiree (if Any):
	Novimber 17, 2003	Date Job Filled: Now
	Reportur	Job Title: Rep
	77	Station: KxTx- 7

Name of Interviewee	Referral Source	Name of Interviewee	Referral Source
Pablo Butherrez	inturnal job posting		
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	Station:
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Job Title:

MER. New Burness declapment

Date Job Filled: Member 1, 2003

Recruitment Source That Referred KNAS Website

Ultimate Hiree:

				Name of Recruitment Source
5			4	Address of Recruitment Source
				Contact Person
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	All .			Has this source requested notices?

Station:	KUAS- TV
Job Title:	Nus cast Procuer
Date Job Filled:	9 Number 1,2003
Recruitment Source That Referred	ince

Ultimate Hiree:

KXAS NEBSIA

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				Name of Recruitment Source
				Address of Recruitment Source
				Contact Person
	D			Telephone
				Has this source requested notices?

Station:
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Job Title: Maintenance Technician - SNG Broadcast Technician

Date Job Filled: December 15, 2003

Recruitment Source That Referred Ultimate Hiree:

KXAS Website

				Name of Recruitment Source
	2			Address of Recruitment Source
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			1	Has this source requested notices?

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			ストメンバー	ジニー

Job Title:

Executive Producer

Date Job Filled: /Xcember 15, 2003

Ultimate Hiree: Internal job posting Recruitment Source That Referred

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				Contact Person
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Station:	KXA5-N
Job Title:	Local Account Manage
Date Job Filled:	Incember 22, 2003
Recruitment Source That Referred	e Ciai wisher

Ultimate Hiree:

KXAS Nubsite

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Name of Recruitment Source				30 2 2 2 3	
Address of Recruitment Source					
Contact Person					
Telephone		u u			
Has this source requested notices?					

Station:	KXAS-TV
Job Title:	Operations Technician
Date Job Filled:	December 24, 2003
Recruitment Source That Referred	rce

Ultimate Hiree: Job posting- intronal-freelance employee

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al a				Address of Recruitment Source
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Date Job Filled:	Job Title:	Station:
Ixcember 29, 2003	Account Manage	KXAS-TV

Recruitment Source
That Referred
Ultimate Hiree: KXAS Wcbsitz

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11 0				Address of Recruitment Source
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			Name of Recruitment Source	G.	Recruitment Source That Referred Ultimate Hiree: /////	Date Job Filled: January	Job Title: Photographer	Station: KXA5-TV
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4		•	Contact Person	i ga	4		10	* =

Telephone

Has this source requested notices?

tation:	KXAS-TV	
b Title:	Newscast Poducer	1
ate Job Filled:	January 12, 2003 2004	1
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Recruitment Source
That Referred
Ultimate Hiree: NBC EMPLOYEE POSHING TWONG COS

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the second secon	
January 12, 2003	Date Job Filled:
Meteorologist	Job Title:
ベス-フ	Station:

Recruitment Source
That Referred
Ultimate Hiree: Introde – Job posting

			Name of Recruitment Source
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			Contact Person
			Telephone
			Has this source requested notices?

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Job Title:

Local Account Manuge

Date Job Filled: January 19, 2004

Ultimate Hiree: Employee Remuse Recruitment Source That Referred

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				Recruitment Source
				Address of Recruitment Source
				Contact Person
The state of the s	The state of the s			Telephone
			8 2	Has this source requested notices?

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Account Executive

Job Title:

Date Job Filled: January 19, 2004

Recruitment Source That Referred

Ultimate Hiree: Industry retruck - Melissa Mathies

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8.								Contact Person
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2	4000	2/	January 21, 2004	Date Job Filled:
		nst	Meteorologist	Job Title:
	\$4.	8	KXAS-TV	Station:

Recruitment Source
That Referred

Ultimate Hiree:

Takent Agency- BELLER Mide Mot.

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8	30					Recruitment Source	Address of
							Contact Person
							Telephone
		* *				requested notices?	Has this source

itation:	KXAS
ob Title:	Anchor
Date Job Filled:	Date Job Filled: January 26, 2004
permitment Compa	

Recruitment Source
That Referred
Ultimate Hiree: /// TVNUL 1610 POSTING

			Recruitment Source
			Address of Recruitment Source
			Contact Person
			Telephone
	·		Has this source requested notices?

Station:	K245- 17	e di	
Job Title:	Producer		
Date Job Filled:	2/16/04		
Recruitment Source That Referred	EMPLANT PETERS	Perra	

Ultimate Hiree:

EMPLOYEE REFEREN

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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S	11 <u>-</u>			
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2.0			4	¥

Station:	KXAS-TV	
Job Title:	Writer / Producer	
Date Job Filled:	February 23, 2004	
Recruitment Source That Referred	irce	

Ultimate Hiree:

KXAS Websitz

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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	n n			
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	2004	March 1, 2004	Date Job Filled;
PAX	Local Sales Manager - PAX	cal Sales	ob Title: LO
		CXAS-TV	tation:

Recruitment Source
That Referred
Ultimate Hiree: ///hr/nul job postling

(g)				Name of Recruitment Source
	Al .			Address of Recruitment Source
		**	P	Contact Person
				Telephone
				Has this source requested notices?

Station:	
大×七	

Job Title:

LOCAL Account ExecutiVE

Date Job Filled: Murch 1, 2004

Recruitment Source
That Referred
Ultimate Hiree: Inhunul Job posting

1.50	 				
			4		Recruitment Source
			30		Address of Recruitment Source
				3	Contact Person
					Telephone
				1	Has this source requested notices?

March 1, 2004	Date Job Filled:
Reports.	Job Title:
KXAS-TV	Station:

Ultimate Hiree: Inthmal- Job posting Recruitment Source That Referred

tation:	
KXAS-T	

Job Title: ASST. Traffic Manage

Date Job Filled: March 8, 2004

Recruitment Source
That Referred

Ultimate Hiree: Intrnul Job postmy

			Leas Assoc of Breduity Austin, TX		Name of Recruitment Source
			Aushn, TX	TACKS HIGHER PARKS	Address of
3			9 10		Contact Person
			to TAB wilds		Telephone
		ž.	mg by e-mail	requested notices?	Has this source

Station:	KXXX	
ob Title:	Accountant	
Date Job Filled:	March 22, 0004	4 000

Recruitment Source
That Referred
Ultimate Hiree: /// ///////// poshny

te Hiree: Intimul posting - Cos

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